

**COMMITTEE TO ENHANCE THE  
K-12 TEACHING PROFESSION IN VIRGINIA**

Hilton Garden Inn Richmond Innsbrook  
Richmond, Virginia

Minutes--August 28, 2002, Meeting

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*Dr. Patricia Cormier, Presiding*

**Committee Members Present:**

*Patricia Cormier, Chair  
Jean Bankos  
Jo Lynne DeMary  
Terry Dozier  
Sarah Hopkins Finley  
Susan Genovese  
Scott Goodman  
Phillip Hamilton*

*Kitty Boitnott MacBean  
Jan McKeever  
Virginia McLaughlin  
Jane Massey-Wilson  
Jo-Ann Muir  
Phyllis Palmiero  
Patricia Shoemaker  
Jim Starkey*

*Members absent: Peter Blake, Charla Crews, Glenn DuBois, Bill Houck, Benjamin Lambert, and Wade Whitehead*

**Staff Members Present:**

*Bethann Canada  
JoAnne Y. Carver  
Nancy Cooley  
Thomas A. Elliott*

*Scott Massa  
Lan Neugent  
Patty Pitts  
Nannette Smith*

**Call to Order**

Dr. Patricia Cormier, chair of the Committee to Enhance the K-12 Teaching Profession in Virginia, called the meeting to order at 9:00 a.m. in the Emerald/Meridian Room, at the Hilton Garden Inn, Richmond, Virginia.

**National Governors Association Grant**

Virginia was selected to participate in the National Governors Association's State Policy Institute on Recruiting and Retaining High-Quality Teachers. Virginia is one of five states chosen to work on this initiative that will support the work of the Committee to Enhance the K-12 Teaching Profession.

### **Teacher Quality Enhancement Grant Proposal**

The Governor submitted the Teacher Quality Enhancement Grant Proposal in July. The three-year grant requested \$13.5 million to “jump-start” the work of the Committee to Enhance the K-12 Teaching Profession. Grant recipients will be notified by September 30, 2002.

### **Next Meeting Date Established**

The next meeting of the Committee to Enhance the K-12 Teaching Profession was rescheduled from September 11, 2002, to September 30. A draft document will be sent electronically to all members prior to September 30 for review. Dr. Thomas A. Elliott will make arrangements for the meeting, and he will try to schedule the meeting at the Innsbrook Hilton Garden Inn.

### **State Council of Higher Education Meeting**

On October 16, 2002, Patricia Cormier will present the committee’s work to the State Council of Higher Education in Norfolk. Susan Genovese will make a presentation to the Virginia Board of Education on the same day in Richmond. Tentatively, a press conference will be scheduled on that afternoon in Richmond.

### **Subcommittee Reports**

#### **SUBCOMMITTEE ON DESIGNING A COMPREHENSIVE DATA SYSTEM FOR VIRGINIA**

Susan Genovese, chair of the Subcommittee on Designing a Comprehensive Data System for Virginia, presented the report.

The goal to develop a comprehensive database that follows the entire teaching career from recruitment to retirement, ultimately providing the ability to understand the key factors that affect the quality and effectiveness of the teaching profession.

Strategies to address the design of a comprehensive data system include the following:

- Collect data on the qualifications of Virginia school teachers, paraprofessionals, and administrators;
- Collect data that will enable K-12 schools and divisions to better understand how to affect teacher and administrator retention and effectiveness;

- Collect data that will enable institutions of higher education and K-12 schools and divisions to more effectively predict and respond to potential teacher and administrative shortage areas;
- Encourage teachers and others to provide accurate and timely information and keep it up to date by providing value-added tools and opportunities to those who access the system;
- Collect data that will support research efforts to enhance teacher education programs and explore the links between teacher effectiveness and student achievement; and
- Utilize the State Council of Higher Education's system database to access data on the supply of potential teachers—students currently enrolled in Virginia's two- and four-year colleges and universities and graduate programs, including individuals enrolled in alternative route courses.

The subcommittee suggested that the comprehensive database of information on the teaching profession in Virginia be implemented using a phased approach as follows:

- **Phase 1**—Develop a Web-accessible core database;
- **Phase 2**—Establish an annual collection of teacher information;
- **Phase 3**—Streamline the licensure process, providing tools to teachers and administrators (on-line, Web-based system); and
- **Phase 4**—Develop links to other data sources for planning and analysis.

### **SUBCOMMITTEE ON RECRUITMENT, PREPARATION, AND RETENTION**

The work of the Recruitment, Preparation, and Retention Subcommittee was divided into sections with overall leadership by Jo-Ann Muir. This report included numerous goals focusing on enhancing the recruitment, preparation, and retention of teachers. Working groups were established to develop the goals, strategies, and actions for recruitment, preparation, and retention.

Patricia Shoemaker presented the first group's report that addressed the continuum of high-quality recruitment, preparation, and professional development programs for all teachers. The work of this group included various strategies, such as addressing teacher shortages by implementing programs to encourage individuals to pursue a teaching career, establishing and funding a statewide mentor teacher/clinical faculty program to support teachers during the induction period, and strengthening articulation agreements between community colleges and four-year institutions to assist students pursuing a teaching career.

A second work group focused on the teaching profession providing pathways and incentives to retain accomplished teachers. Terry Dozier reported on the development of a multi-tiered licensure system that reflects stages in the professional development of teachers and promotes their continuing growth as educators. Within this structure, skills and abilities of teachers would be recognized, and teachers would be compensated for additional responsibilities based on knowledge and skills.

A third group, led by Kitty Boitnott MacBean, addressed the goal that all schools have a positive work environment and are led by effective principals whose primary role is to create the conditions in which teaching and learning thrive.

A fourth goal--compensation that attracts and retains the most competent, caring, and qualified teachers--was presented by Jean Bankos and Sarah Finley.

### **SUBCOMMITTEE ON RESEARCH**

Virginia McLaughlin presented the report from the Research Subcommittee. This goal of this initiative is to establish research and evaluation priorities to improve recruitment, development, and retention of high quality teachers. The committee suggested that a continuum timeline is needed with periodic milestones and checkpoints that lead to the long-term vision.

### **Professional Practices**

There was a brief discussion about Professional Standards Boards. Scott Goodman suggested that the Board of Education could study whether it may be feasible to establish a discipline board for teachers. The committee agreed that this item would not be included in the report but rather referred to the Board of Education.

### **Full-Committee Discussion**

The three subcommittees will revise their work so that draft documents can be electronically submitted to the full committee prior to the September 30 meeting. Patricia Cormier thanked the committee for the subcommittee reports and announced that she had engaged an assistant who would work on reformatting the blueprint for final approval during the September 30 meeting. She also stated that a meeting would be held in Richmond with this administrative assistant and the representatives from the Department of Education and the State Council of Higher Education. The drafts of the revised reports should be submitted to staff for dissemination approximately one week prior to the September 30 meeting.

### **Adjournment**

Dr. Patricia Cormier adjourned the meeting.